



CSHL plans to engage our broader community regarding the Action Collaborative

In December of 2018, Cold Spring Harbor Laboratory sponsored a program entitled “Increasing Gender Diversity in the Biosciences.” When the final report is released from this meeting, we will work to follow up on suggestions from the meeting at the same time we highlight the work of the Action Collaborative.

We have recently formed a DEI office and as part of our external DEI website we will be highlighting the work of the Action Collaborative.

We will be establishing an annual lecture series which will address the issues raised by the NAS report and other forms of discrimination.

We are currently looking to hire an ombudsman.

Our climate survey will be distributed in October with the results available by early 2020. We will use the results of that survey to address any issues.

We have formed a Faculty Diversity Committee which is focusing on both recruiting more female faculty and ensuring their career success. CSHL has recently developed the following programs with these goals in mind:

Recognizing that attending meetings and conferences can put an additional financial burden on Faculty (particularly women) we developed a childcare reimbursement policy that reimburses Faculty for additional childcare expenses that they incur to attend meetings or conferences.

We developed a policy to provide assistant professors with \$2,000 a year to hire a consultant to help them with writing a grant or scientific paper.

We have established a science writing clinic to help develop the writing skills of new faculty and post-docs.

We have an on-site child care center and are now partnering with Bright Horizons to cover back-up child care services. This is in recognition that the burden of taking care of children when they are ill or school is closed falls disproportionately on women which can negatively impact their career.

This fall several CSHL staff are attending a mentor training program, with the intent of bringing this program to CSHL in the spring for our faculty and post-docs.

On October 15 we are running a session on Bystander Training. The message of this presentation is that we all play a role in creating a safe and harassment free environment.

This year all of members of our faculty search committees were provided with resources and instructions on how to facilitate running an inclusive search.

References/Background checks:

We have updated our background check policy to include background checks on faculty.

We have added the following sentence to our job applications:

Have you ever been found by an employer to have violated one of their policies? Examples of such violations include, but are not limited to, matters relating to research integrity, financial improprieties, misuse of technology or employer property, harassment or discrimination. If yes, please explain.

We now reserve the right to refuse to provide a reference for any employee or former employee who have been found to have violated on of our policies.

We have also reviewed all of the pictures which are posted throughout the Laboratory buildings with a focus on ensuring that women are fairly represented in throughout. In addition, we are in the process of installing digital screens in all our buildings and once they are installed we will be periodically displaying the posters and flyers shared by members of the Action Collaborative.